CHARGE OF DISCRIMINATION				
	Charge Presented To: Agency(les) Charge No(s):			arge No(s):
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ej Addiess Cly,. REDACTED	State and ZIP Code	E. C.	1 1009	
ned is the Employer, Labor Organization, Employmen Agency, Apprenticeship	Committee, or State or Local Go	vernment Agi	ency that live	ilève Discriminated Against
or Others. (If more than two are named, list under PARTICULARS below.) * Koch Foods of Mississippi, LLC		No. Employ	es, Members	Phone No. with Area Code
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4688 Highway 80 Morton, MS 39117	itale and IP Code			
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RETALIATION AGE DISABILITY	OTHER (Spedly belo	aud .	[] ca	Intinuing action
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On February 13, 2008, I was working alone				
and Jesse grabbed me and forced me agains neck, and face. I struggled to get free, it open and forced his hands inside my bl my pants, but I was able to fight free an upstairs to the office and report this co pursued me into the stairwell and told me I have no rights under the laws of the Un Jesse deliberately and willfully misled me	but Jesse grabbed ouse and groped but dran away. I ran instant sexual abut that because I a ited States.	on. He ly breas toward se and m an und	began t my over ts. He : the st: harassme document	o kiss my lips, coat and ripped began to rip at airs to go ent. Jesse ted worker that
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and Jesse grabbed me and forced me agains neck, and face. I struggled to get free, it open and forced his hands inside my bl my pants, but I was able to fight free an upstairs to the office and report this co pursued me into the stairwell and told me I have no rights under the laws of the Un Jesse deliberately and willfully misled me under Title VII of the Civil Rights Act of	but Jesse grabbed ouse and groped but an away. I ran enstant sexual abut that because I a ited States. e with regard to it 1964, as amended to 1964, as amended its knowledge, information and belief.	on. He ly we by breas toward se and m an und	began to my over ts. He the standard the sta	o kiss my lips, coat and ripped began to rip at airs to go ent. Jesse ted worker that a employee

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Idalia Domingo-Maldonado	•			Date of Biob
	are and ZIP Code			1
REDACTED Morton, MS 3				
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Me or Others. (If more than two are named, list under PARTICULARS below.)	Committee, or State or Local Gove	emment Age	ncy That I Bel	leve Discriminated Against
Rating		No. Employe	es, Marribara	Phone Ho. with Area Curie
Koch Foods of Mississippi, LLC.				
Street Address Highway 80, Morton, MS 39117	ste and ZIP Code	*		
Name	t.	No. Employe	es, Murchart	Phone No. with Area Code
			•	
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RETALIATION AGE DISABILITY	OTHER (Specify below	w)		DITINUING ACTION
THE PANTICULARS ARE il additional paper is needed, assach exam the et ill			*	
I was hired by my former employer on June of was hired as my supervisor. For a few month later he began to constantly touch my butt One time, Jesse asked Frank, another supervises. I told Frank no! Jesse was constant!	ns, Jesse did not and breasts and a visor, to ask me i	bother sk me t f I war	me. But to have ted to	t, about 6 month sex with him.
Once, when I was taking my coat to the coat my vagina by putting his hand between my leto have sex with him. The worst incident was small corridor leading to the bathroom and breasts and nipples with both hands. This co	egs. On other occa as once when Jesse forced his hands	sions, forced inside	Jesse of himself my block	offered me money If on me in a use - groping my
Jesse did not treat white, American, male e	employees in this	manner.	I have	e been
discriminated against because of my sex, female, my race, Hispanic and my national origin				
Guatemalan. I have been retaliated against	for refusing Jess	e's sex	ual adv	rances.
•			'	
	·			
	NOTARY-When receiving for State or Loc	ni Anency Require	mentr	
i went this charge filed with both the BECC and the State or local Agency, if any, i will advise the agencies if I change my address or phone number and I will cooperate folly with them in the		• .• .		
processing of my charge in accordance with their procedures,	i swear or alifum that I have read the knowledge, information and belief		ond that It is in	rue to the best of my
declare under penalty of parjury that the above is true and correct.	SIGNATURE OF COMPLAINANT			
03-06-09 - +/- /-	SUBSCRIBED ALLD SWORN TO DEFORE ME Image to day, Year)	ETHIS DATE		
Date Chaiging Party Signature	1			1

EFEC Form 3 (8/01)					
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Street Address 4688 Highway 80 Morton, MS 39117	State and 20° Code				
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X RETALIATION AGE DISABILITY	OTHER (Specify belo	nut	☐ co	NITINUING ACTION	
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I was hired by my former employer around J	uly of 2007.		•		
As soon as I started to work, my supervisor, Jesse Ickom, began to harass and intimidate me. He would refuse to allow me to take restroom breaks, but he would allow white & black American employees to take a break to go to the restroom whenever they requested. Jesse began to come up behind me and grope my breasts, buttocks, hips, and rub my pelvic area while I was working. I yelled at him to keep his hands off me, and I told him that I was not playing with him and he better not touch me again. Jesse told me he could do anything he wants to me because I am an undocumented worker and have no legal rights. In July of 2008, Jesse began to call me his whore. I threatened to tell his wife if he did not stop calling me his whore. He told me that he is married to a woman who is not jealous of him having relationships with other women. He said that his wife understands that he cannot contain himself. When a new line supervisor came on, Frank, I reported Jesse's actions to him. He did not do anything to address Jesse's behavior. Jesse began to retaliate against me after I told Frank. *** CHARGE CONTINUES ON PAGE TWO (2)					
I want this charge filed with both the EECC and the State or local Agency, if any, I will solvise the					
agancies I'l change in y address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.					
cleclars under panalty of parjury that the above is true and correct.	I swear or allism that I have read th imewiedge, information and belief stativate or couplables.		nuico rivel el 19 Sa	us to the best of my	
23-06-09 PONATE Aquilar Date Charles Stranger	SURSCHMED AND SWORN TO SEPLEE M. (second, deg. year)	ETHIS DATE			

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Koch Foods of Mississippi, LLC	Proceedings of the Public Color	500+		
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E 1000				
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THE PARTICULARS ARE (if additional paper)s needed, which exec sheet) to		•		
and national origin discrimination I have sufficeds. I have also been repeatedly discriminate this discriminatory treatment or have acted to I have been forced to work in a sexually hostinas sexually harassed and assaulted many of my and harassed my wife, Ivone Castillo, on many And, when we complained, he would retaliate agattacked my brother-in-law in the parking lot. I have suffered severe emotional distress as I harassment of my wife. Jesse even threatened my rights and that he would have us deported if we Jesse only treats my wife and I in this way be and our national origin, Guatemalan.	ted against each time of defend my wife. Le work environment and female co-workers. Jesse extongainst me by physically of Koch Foods, with a have been forced to environment and told my daughter and told my reported him.	I have refused s my superviso esse has also rted money fro y assaulting m knife, while endure Jesse's y wife and I t	or, Jesse Ickom, sexually assaulted may wife and I. He also I was present.	
and our national origin, Guatemalan.				
	NOTARY - When necessary for Stone or Local A	Marie Hartham		
want this charge filed with both the SEOC and the State or local Agency, If any, I will advise the gancius if I change my address or phone number and I will cooperate fully with them in the rocessing of my charge in accordance with their procedures,			The true true true of	
cleciare under penalty of perjury that the above is true and correct.	knowledge, information and belief.	~~~	era en era cazz er mh	
	SIGNATURE OF COMPLAINANT	•		
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Normed is the Employer, Labor Organization, Employment Agency, Apprenticeship C Me or Others. [If more than two are named, list under PARTICILARS below.]	TO THE PROPERTY OF STREET	iment victory (net i nei	eas nacutumeten võener	
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take restroom breaks as they requested. However, was repeatedly denied restroom breaks. When I con of restroom breaks, he punched me in the stomach. In early March of 2008, I requested a transfer to I would have to pay \$400 for the transfer. I paid moved me to the de-boning area as promised. I consamount I would have to pay for the promotion had glesse physically assaulted me. Jesse Ickom did not charge money before promoting while I do know that Jesse sexually assaulted some physically punch, hit, or kick women. The only resample. Jesse discriminated against me on the basic	fronted Jesse about he in my lower, right at be moved to the de-he in him the \$400, and a fronted him about this gone up to \$600. When or transferring white Mexican, Hispanic fason Jesse punched, he is of my race and nat	nis discriminated domen. coning area. Jests of May 9 he is, and he told is a lobjected to the control of the c	esse said that still had not ime that the the increase, serican employees s, he did not me is that I amy charging me	
money for promotions. In retaliation for my complaints of his discrimination, and in an effort to take advantage of my status as an undocumented worker, I was physically abused.				
My rights under Title VII of the Civil Rights Act of 1964, as amended have been violated.				
I went this change filed with both the EECC and the Stats or local Agency, if any, I will advise the agencies if I change my address or phone number said will cooperate fully with them in the				
processing of my charge in accordance with their procedures. I declare under penalty of parjury that the above is true and correct.	I swear or allinn that I have read the at knowledge, information and ballef, statutemeter court.nivaer	sove charge and that it is tru	le to the best of my	
03 06 09 Charging Party Signature	SUBSCINEED AND SWORN TO REFUGE METH Unwird, dry, year)	S CATE		

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	X EEOC '7		200	77-01011	
				and EEOC	
	lacal Agency, ill any				
Name (Indicate No. 1812, Mrs.)				Date of Birth	
Mrs. Ivone Castillo			_		
REDACTED Morton, MS 3	State and ZIF Code				
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Named is the Employer, Labor Organization, Employment Agency, Apprenticeshi	o Committee, or State or Local Gov	emment Age	incy That I Bel	leve Discriminated Against	
Me or Others. (If more than two are named, list under PARTICULARS below.)					
Koch Foods of Mississippi, LLC		ми. ыпричу	uzs, Merrbers	Phone Ho. with Area Code	
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RETALIATION AGE DISABILITY	OTHER (Specify beld	W)	(c	ONTINUING ACTION	
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I have been employed by Koch Foods of Miss	issinni IIC since	May 20	n a 🌣	,	
I have been employed by Roch Loods of Miss	roarbbr, nnc armee	.adj 20			
Three months after I began work, I request	ad a transfer from	.Tecce	mir gun	ervisor On	
August 16; 2008, Jesse told me that a tran			-		
front. I told Jesse that I did not have th					
	e money, but I wou	ICI CAIK	. co my	DIA DILAGEDII	
try to get it.					
Soon after, Jesse began coming up behind m			_		
and pelvic area. I demanded that he stop,					
was afraid of losing my job. He sexually ha	arassed and assaul	ted me	almost	weekly.	
	•			COMPANY	
Within a few days, Jesse was hiding in a h	. "			- 1	
grabbed me and pulled me into an isolated a	area. Hè told me t	hat I k	new what	t I owed him	
and that he would get it one way or another	. He told me that	I had	made a	contract with	
him and that in America I had to pay what	promised under t	he cont	ract. I	told him that	
did not mean sex, but he said he could do	whatever he wanted	because	e I am a	an undocumented	
worker. *** CHARGE CONTINUES ON PAGE 2					
NOTARY - When a recusary for State or Local Agency Requirements					
want this charge filed with both the EEOC and the State or lace) Agency, if any, I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the					
processing of my charge in accordance with their procedures,	I swear or allim that I have read th	e abova charg	e and that it is to	tue to the best of my	
i declare under penalty of perjury that the above is true and correct. knowledge, information and belief.			-		
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Mr. Jose Dolores Rivera		- UE	IVED Date of Dink	
	hy, Srane and ZIP Ceda	MAR 1 ,	200-	
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RETALIATION AGE DISABILITY	OTHER (Specify being	(אונ	CONTINUING ACTION	
THE PARTICULARS ARE (if additional paper is needed, stands earns there(s));				
I have attached hereto, with the Wallace Cason, III, a statement owhile working for my current empl	f the discrimina	ation I h		
I have been discriminated against race, Hispanic and my national or Ickom did not treat white, Americ and my Hispanic co-workers. I hav abuse and threats each time I hav	igin, Mexican. M an employees in e been retaliats	My supervible the manner depth against	isor, Jesse er he treated me t with physical	
I have been forced to endure a sexually hostile work environment as I				
have witnessed Jesse's repeated molestation of my female co-workers.				
Please incorporate my entire attac	ched statement i	nto this	Charge.	
want this charge filed with both the EEOC and the State or local Agency, if any, I will advise agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.	, , , , , , , , , , , , , , , , , , , ,			
cieclars under penalty of parjury that the shove is true and correct.	i swear or sithm inst (have read the knowledge, information and beits!		ern a time to the purcormy	
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Ms. Aracely Calderon Cortez	MAR	CEIVE	Date of Birth	
REDACTED	State and EP Code , Morton, MS 3910	C/1/1		
Named is the Employer, Labor Organization, Employment Agency, Apprenticeshi Me or Others. (If more than two are named, list under PARTICULARS below.)			fleve Discriminated Against	
Koch Foods of Mississippi, LLC	No. 6	nployess, Members	Phone No. with Area Code	
Sireet Address 4688 Highway 80, Morton, MS 39117	State and 219 Cods			
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my supervisor, began to walk up behind run his thumb along the underside of my employment, he walked up behind me, put rubbed my lower pelvic area as well. Very soon after, Jesse began coming and the line. He would drag me into the off	buttocks. During the his arms around my to forcibly removing me	e second waist, an e from my	week of my d groped and position on	
and Jesse would make sexual gestures. It sexually assault me, to varying degrees December of 2007, Jesse held me down in fingers. He caused significant injury,	n this small isolated, on different occass the office and penet	d office, ions. Spe trated me	Jesse would cifically, in with his	
	-		- 4	
I reported this incident to the office, and was told to get out and go back to my job. Jesse was never disciplined.				
Joan Gobbe was moved association				
NOTARY - When necessary for Stores or Local Agency Regularments				
) want this charge filed with both the EEOC and the State or local Agency, I' any, I will advise to agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.	I swear or alfilm that I have read the above:		ma to the hear of mile	
declare under penalty of perjury that the above is true and correct.	I sweet or animit that there tend the score i knowledge, information and belief, skoutraine of complainant	mannen Man eineben bit get ift ift f	one draine regardi ini	
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Ms. Ana Martin-Perez	•		
Strant Address City REDACTED MS 391	y, Srate and ZIP Code 17		
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INSCRUMNATION RASED, CIN II freekenppenpulma bisolini I		DATES BUT DE	ANATON TO SIL PLACE
ARACE COLOR SEX RELIG	ION MATIONAL ORI	IGN	
RETALIATION GE GISABILITY	OTHER (Specify below)	c	ONTINUING ACTION
I was hired by my employer in Nevember 2007. About for Ickom, began to sexually harass me. He touched me on the line. Every time I left the line to go to the bathroom, Jessey breasts and butt. At another time, in March or Ay table and stuck his hand between my legs. I ran away said he would pay me \$300 if I would have sex with his me into the office and told me he desired to make low and reported that I was not working properly. I told after my back started to have serious pain, I asked to white, American employees do not have to pay to go to white, American female employees either. I have been discriminated against on the basis of my retaliated against for reporting Jesse to Frank and a	my butt and breasts every sse would follow me and tr pril of 2008, Jesse came to and he followed me asking im. ad to lift heavy boxes. I we with me. I refused agai Frank about Jesse sexuall to be off to go to the doc the doctor. Jesse did no national origin, Guatemal	ry to kiss me a up to me at the me to make lo make lo make lo make lo make lo moin. Jesse called by harassing and tor and Jesse me to sexually harassing harassing and the sexually har	nd hug me and touch quality controllers we with him. Jesse wed, and Jesse took in Ricardo Mesa in it assaulting me. made me pay \$200.00 ass and assault the
i want this charge filed with both the EEOC and the State or local Agency, if any, I will advise t agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures,			
declare under penalty of perjury that the above is true and correct.	I svear or allim that I have read the ab knowledge, information and belief, skourning of Complainant	sove charge and that it is i	rue to the bast of my
Date Ana Mastin Paka?	SUBSCREED AND SWORN TO BEFORE METHI	IS DATE	